

**CITY OF HAYWARD**  
**AGENDA REPORT**

AGENDA DATE 06/22/04

AGENDA ITEM 7

WORK SESSION ITEM           

**TO:** Mayor and City Council

**FROM:** Human Resources Director

**SUBJECT:** Adoption of a Resolution to Extend the Memorandum of Understanding with the Hayward Fire Management Association

**RECOMMENDATION:**

It is recommended that the City Council adopt the attached Resolution to extend the Memorandum of Understanding with the Hayward Fire Management Association for two years, effective the period covering July 1, 2005 through June 30, 2007, pertaining to wages, hours, benefits, and other terms and conditions of employment.

**BACKGROUND:**

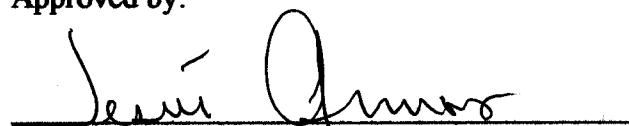
The City and the Hayward Fire Management Association have agreed on the conditions of a two-year extension of the existing Memorandum of Understanding, effective July 1, 2005 through June 30, 2007. The current Memorandum has an effective period of July 1, 2002 through June 30, 2005, and provides a 4% salary increase on July 1, 2004. At the March 30, 2004 Council meeting, the City Council adopted a resolution extending this Memorandum of Understanding for one year, with a provision that employees return the 4% salary increase. The attached Resolution changes the extension to two years, and rescinds the provision to return the 4% salary increase. During the extension period, there will be no salary increases. Maintenance of benefits is provided. Given patterns of salary increases in the range of 4%, the estimated savings over the two-year period is \$91,000. As this is an extension of the current Memorandum of Understanding, a copy of the document is not attached, but is available for review in the City Clerk's Office.

Recommended by:



Beth Perrin-Scales, Human Resources Director

Approved by:



Jesús Armas, City Manager

Attachment: Resolution

# DRAFT

## HAYWARD CITY COUNCIL

RESOLUTION NO. 04-

Introduced by Council Member \_\_\_\_\_

### RESOLUTION ADOPTING THE EXTENSION OF THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF HAYWARD AND THE HAYWARD FIRE MANAGEMENT ASSOCIATION

BE IT RESOLVED by the City Council of the City of Hayward that the Council does hereby adopt that certain Memorandum of Understanding for the period July 1, 2005 through June 30, 2007, between the City of Hayward and the Hayward Fire Management Association, a copy of which is on file in the office of the City Clerk.

IN COUNCIL, HAYWARD, CALIFORNIA \_\_\_\_\_, 2004

ADOPTED BY THE FOLLOWING VOTE:

AYES: COUNCIL MEMBERS:

MAYOR:

NOES: COUNCIL MEMBERS:

ABSTAIN: COUNCIL MEMBERS:

ABSENT: COUNCIL MEMBERS:

ATTEST: \_\_\_\_\_  
City Clerk of the City of Hayward

APPROVED AS TO FORM:

\_\_\_\_\_  
City Attorney of the City of Hayward